

# A Future Officer Career Management System

*An Objectives-Based Design*

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# Future Officer Career Management System An Objectives Based Design

**Peter Schirmer**



## **Future Officer Career Management System An Objectives Based Design:**

**A Future Officer Career Management System** Harry Thie, 2001 This report is a follow on to MR 470 OSD Future Career Management Systems for US Military Officers 1994 It defines a best officer career system one that satisfies 11 ranked objectives *A Future Officer Career Management System: An Objectives-Based Design*, 2001 This report represents a follow on effort to an earlier National Defense Research Institute study Future Career Management Systems for U S Military Officers MR 470 OSD 1994 that serves as a source for alternative career management practices The current report applies an objectives based methodology using preferences of Department of Defense policymakers in the development of a career management system for officers The work was completed and provided to the sponsor in 1997 This study was sponsored by the Under Secretary of Defense for Personnel and Readiness and it was carried out in the Forces and Resources Policy Center of the National Defense Research Institute a federally funded research and development center sponsored by the Office of the Secretary of Defense the Joint Staff the unified commands and the defense agencies The study should interest those involved with military Personnel management

**Reform of the Military Officer Career Management System** United States. Congress. House. Committee on Armed Services. Military Forces and Personnel Subcommittee, 1995 Distributed to some depository libraries in microfiche

**Challenging Time in DOPMA** Peter Schirmer, 2006 Many of the laws and policies that govern officer career management often collectively referred to as DOPMA after the Defense Officer Personnel Management Act of 1980 have been in place for decades DOPMA has served the needs of the services reasonably well but the current system may not meet the requirements of the future operating environment One criticism of DOPMA is that it does not allow for much variety in officers career paths because it is time driven Alternatively officers competencies are now emerging as the basis for career management In this monograph the authors demonstrate how a competency based officer personnel management system could provide more flexibility in preparing military officers for the wide range of roles and missions of the U S military in the 21st century This analysis focuses on practices governing promotions for military officers and closely related assignment and retirement policies Rand web site *OPNAV N14 Quick Reference* Roland J. Yardley, 2005 The research in this report was sponsored by the United States Navy The research was conducted in the RAND National Defense Research Institute under Contract DASW01 01 C 0004 P ii *Hearings Before and Special Reports Made by Committee on Armed Services of the House of Representatives on Subjects Affecting the Naval and Military Establishments*, 1995

**Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program, Part 1, February 27: March 5, 6, 13, 25, 27; April 3, 8, 10, 29, 30, 2014, 113-2**, 2015

**Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program: U.S. Strategic Command and U.S. Cyber Command; Military posture; U.S. Central Command and U.S. Africa Command; U.S. Northern Command and U.S. Southern Command; U.S. Pacific Command and U.S.**

**Forces Korea; Navy Posture; Army Posture; Army active and reserve force mix; Air Force posture; Recommendations of the National Commission on the Structure of the Air Force; Reform of the Defense**

**Acquisition System** United States. Congress. Senate. Committee on Armed Services,2015      Selected Rand Abstracts  
Rand Corporation,2001 Includes Reports R series Rand Memorandums RM series papers P series and Books      Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program United States. Congress. Senate. Committee on Armed Services,2015      General and Flag Officer Careers Harry Thie,2001 Congress has recently expressed concern that the current tenure system for developing general and flag officers does not effectively prepare them for handling increasing levels of responsibility and for performing with maximum efficiency at each level of assignment This report assesses the continued appropriateness of mandatory retirement of general and flag officers after 35 years It focuses on the value of extending tenure specifically examining promotions number of assignment and career length The study discusses two types of consequences resulting from such an extension Systemic results of longer service lead to fewer promotions and fewer rising to the highest grades but increased stability and experience Career path consequences indicate more depth or breadth of experience could result for officers The appropriateness of continued mandatory retirement after 35 years depends finally on objectives If the objective is rapid career path movement to positions of responsibility the 35 year limit accomplishes this If the goal is more experienced officers and greater stability removing the limit seems best Decision makers will need to decide which objective is most important      **Navy Management Review**  
United States. Navy Department,1970      *Enlisted Management Policies and Practices* Sheila Nataraj Kirby,Scott Naftel,2001 This report examines management policies and practises in the military and their effectiveness in an attempt to understand how best to manage the enlisted force in the future      Navy Management Review ,1967      MR ,2001

**Commissioned Officer Development and Career Management** ,1995      American Book Publishing Record ,2002

Italy's All-volunteer Army Michele Zanini,2002 This dissertation builds an analytical framework for understanding the key policy issues and tradeoffs for the Italian Army during its transition toward an All Volunteer Force The analysis specifically focuses on the management of the enlisted and noncommissioned officer force in order to 1 assist the army in identifying transition paths most likely to lead to a balanced force taking costs into account where the balanced force objective is related to how personnel are distributed by grade and years of service YOS and 2 provide guidance on force management processes such as recruitment and identify areas for improvement The author uses a simulation model of army personnel dynamics to identify alternative strategies designed to improve outcomes Performance is tracked for multiple measures of effectiveness and costs strategies were then ranked on the basis of their aggregate cost and effectiveness The performance of a given alternative is ultimately judged on its robustness across a different set of assumptions of how much policymakers would value an outcome measure or set of measures over the rest      **The Air Force Comptroller** ,1967      **Newsletter** ,1970

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